WOMEN in DEFENSE

COMMANDERS DIGEST

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The Importance of Women in the Armed Forces —*pg. 2*

Women in the Services: Equal Opportunity —*pg. 16*

New Career Opportunities Open to Women

U.S. Navy Photo

Navy Lt. (jg.) Sherry Robinson attends the Naval Air Traffic Control School, Glynco, Ga.

Although few recognized it at the time, a new era for women in the Armed Forces began in March 1969 when the President appointed a commission on the All-Volunteer Force with a charter to develop a comprehensive plan for ending the draft.

Three years later, in August 1972, Secretary of Defense Melvin R. Laird submitted to the President a progress report on the All-Volunteer Force that outlined Defense Department policy on the utilization of military women.

"Never before has a nation maintained a volunteer military force of that size (2.3 million on active duty and 1 million Selected Reservists). But while great progress has been made in moving toward this historic goal, there are critical manpower problems yet to be solved," he reported.

One step he recommended to solve some of the manpower problems was increased utilization of women. He noted that many jobs filled by military men can be performed effectively by military women.

He pointed out, however, that "there are several factors which limit the expanded use of women:

- "One is the need to reserve a sufficient number of jobs in the United States to which military men can be assigned in

U.S. Air Force Photo

Air Force A1C Patricia A. Hollingsworth takes aim during Security Police training at Lackland Air Force Base, Texas.

between overseas and at-sea assignments. By its nature, military service imposes on the military member the requirement of long periods of family separation. These must be compensated by job assignments which permit military families to be reunited under reasonably normal conditions.

● "Another factor which limits the conversion of job assignments away from military men is the need to maintain a high capability to react to emergencies. Military men in support-type jobs can be quickly reassigned to fighting units and deployed overseas."

Human Goals Program

Shortly after submitting his report to the President, the Secretary of Defense touched on another aspect of Defense policy affecting Servicewomen. In a September 7, 1972, memorandum to the Secretaries of the Military Departments, Secretary Laird provided detailed guidance on the Human Goals Program.

"I am soliciting your renewed and vigorous support in accelerating our overall progress toward institutionalizing equal opportunity programs as a priority management function. . . . I cannot overemphasize the importance I attach to strengthening our equal opportunity programs. The progress we make in this area will bear heavily on our effectiveness in mission accomplishment."

This guidance included the development of affirmative action plans for minorities and Servicewomen, focusing on such areas as individual training, promotion, evaluation, utilization, and separation.

Mr. Laird's successor as Secretary of Defense, Elliot P. Richardson, also stressed the role of military women in the All-Volunteer Force. In March 1973, he issued a special report on the All-Volunteer Force in which he said, "Along with increasing enlistments of men, more women are volunteering for military service as the individual Services implement plans to increase the number of women serving in a wide variety of job specialties. Currently, more than 80 percent of job specialties Defense-wide are open to women."

"In Fiscal Year (FY) 1972, 14,000 women enlisted in the four Services combined. FY 1973 goals called for enlisting 21,700 women—an increase of more than 50 percent. Enlistment trends for the first seven months of that fiscal year indicate that the goals for women would be achieved. Women enlisting were all high school graduates, or had GED (General Educational Development) equivalents, and had average or above-average mental ability," he said.

"An important consideration in implementing the All-Volunteer Force was the potential trade-off between men and women. By enlisting more women, fewer men had to be enlisted. Also, because the proportion of women in the Armed Forces was much smaller than that of men it was comparatively easy to maintain high quality standards among women entries."

"Regardless of Sex"

"I strongly subscribe to the Department's statement of 'Human Goals'—indeed, I have reissued it, emphasizing the important role women can play in defense—and it is my intention to pursue those goals vigorously," Secretary Richardson said in his Posture Statement (FY 74) to Congress on April 10.

He pointed out that one of the key goals is to make military and civilian service in the Department of Defense a model of equal opportunity "regardless of race, sex, creed or national origin." Policies and programs carried out since August 1969 have moved the Department much closer to achieving this goal, he said, adding that more will be done.

He noted that during the past year the Services have removed many of the barriers to fuller opportunities for women in the Armed Forces.

The Department is also making continuing progress in other areas, he told Congress, citing the fact that several members of ethnic minorities and women have been promoted to general or flag rank and assigned to command and other key positions. There are now five women general/flag officers on active duty, he said. (Two women general officers are retired).

Speaking to the Defense Advisory Committee on Women in the Services, he said, "We need to make more and better use of women. We say this not just because we're for, in principle, the idea of assuring equality of opportunity to women. We're not talking about the Department of Defense or the Services as instruments for putting an end to the vestiges of discrimination toward women. We're talking about the very direct interests of the Services, for their own purposes, in doing a better job for the United States in the era of the All-Volunteer Force."

In conclusion he said, "We're not thinking in terms of what we can do for women, we're thinking in terms of what women can do for us and for the national security. And I'm not sure that we're asking them to do enough."

Expansion Underway

WAC—An Integral Part of All-Volunteer Army

A popular misconception about women in the Army is that they are not part of the mainstream of the Army because they belong to a separate branch—the Women's Army Corps (WAC).

It is true that by law all Army women, other than officers in the medical corps, are required to be enlisted or commissioned in the Women's Army Corps. Once in the Army, however, they are integrated in the Army and serve in a wide spectrum of non-combat-related jobs.

For example, at Fort Benning, Georgia, home of the U.S. Army Infantry School, Women's Army Corps (WAC) members recently were filling such varied positions as protocol officer, food inspector, air traffic control operator, photographer, broadcasting specialist, and intelligence coordinator, as well as a host of other military occupations.

Regardless of occupation—whether marksmanship instructor, air traffic control operator, broadcast specialist or protocol officer, all of these women were doing the same work as their male colleagues, had the same responsibilities, and were assigned to the same unit or organization.

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At the other end of the spectrum, the Army has recently begun placing its women in what were formerly all-male positions of command. For instance, the new Commander of the Headquarters Support Command at Fort Jackson, South Carolina is Colonel Frances Weir, one of the Army's 12 WAC colonels. Colonel Weir has some 2,500 personnel, predominately male, under her command.

The mission of the Women's Army Corps is to make available to the Army a source of volunteer womanpower, trained in noncombat occupational skills, to augment peacetime forces and serve as a base which can be rapidly expanded in time of emergency.

The Director of the Women's Army Corps, Brigadier General Mildred C. Bailey, does not "command" the Women's Army Corps. Rather, she serves as an advisor to the Secretary of the Army and the Army Chief of Staff. Her role is to act as coordinator with various staffs and activities on matters concerning WACs and to provide counsel and assistance wherever needed. She also represents Army women, other than those in the Nurse Corps and other medical corps, with appropriate government agencies, other branches of the Armed Forces and military women of foreign governments.

As for members of the Women's Army Corps themselves, their procurement, reception, clothing, classification, training, assignment, career development, utilization, housing, separation, mobilization and participation in the Reserve and National Guard are controlled by the same Army agencies responsible for these activities for men.

Today there are about 20,800 women on active duty in the Army—about 2.58 percent of the Army's strength (as of May 1973). Some 2,800 are in the Army Nurse Corps, nearly 400 in other Medical Department corps, and more than 17,500 are WACs. The WAC strength shows a considerable increase over mid-1972, when the total was approximately 13,300—about 1,000 officers and 12,300 enlisted women.

Brig. Gen. Mildred C. Bailey
Director, Women's Army Corps

In August 1972 the Secretary of the Army announced that the WAC would be increased to 24,000 by 1978—approximately double its 1972 strength. This figure was considered a floor, not a ceiling.

There were two reasons for the planned increase. First, with the elimination of the draft, it was obviously wise to increase the volunteer force that already existed—that is, the Women's Army Corps has always been "all volunteer." Also, in the interest of equal opportunity, the scope of utilization for women clearly had to be expanded.

Recognition of these factors has resulted in the review and revision of many Army policies on women. A number of progressive steps have been taken recently, such as:

- All training except basic enlisted training has been integrated;
- All courses of instruction formerly closed to women are now open, except the combat arms schools;
- The number of Military Occupational Specialties (MOSs) open to enlisted

women has tripled;

- The policy to permit women to command men, except for combat or combat-related units, has been implemented;
- Army aviation has been opened to women;
- Junior and Senior Reserve Officer Training Corps (ROTC) programs have been opened to women;
- All enlistment and re-enlistment options, except combat options, have been opened to women;
- Enlistment qualifications have been equalized, except for valid differences;
- Women are now full-fledged members of promotion boards, no longer confined to evaluating women only;
- Housing policies have been liberalized;
- Participation of women in the U.S. Army Reserve has been greatly increased (some 2,200 women are currently enrolled, and over 109,000 spaces, or positions, have been identified as interchangeable and could theoretically be occupied by either men or women);
- Enlisted and commissioned WACs are permitted in the Army National Guard for the first time in history (over 800 WAC members are currently enrolled, with over 75,000 spaces identified as interchangeable); and,
- Discriminatory policies which barred married women from joining the Army and forced automatic discharge for women who became pregnant were eliminated in 1971. The Army now provides for waivers for pregnancy on an individual basis (approximately 15 percent of the women in the Army are married).

Other actions are being worked on and still others are included as objectives in the Army personnel plan. The basic concept, General Bailey points out, is that women are completely equal with men and can do everything men can—while recognizing that there are practical limitations to this assumption and some valid constraints. The policy has been established that women will not be placed in combat roles and will have privacy in housing and that the number of women will not diminish a unit's capability of accomplishing its combat mission.

An idea of the extent of the changes taking place in the Army today may be gained from the number of MOSs now open to enlisted women. Of a total of 482 Military Occupational Specialties in the Army enlisted job spectrum, some 434 are open to women; only 48 are closed, because they are combat-related.

Particularly noteworthy for officers are changes in the area of training. Until recently, all newly commissioned WAC officers or officer candidates received their basic training through the WAC Officer Basic Course. Most women with several years of commissioned service attended the WAC Officer Advanced Course, although some officers did attend other branch advanced courses.

In the past year, both WAC officer courses have been discontinued. Now, after 11 weeks of WAC officer orientation, women officers attend the basic officer course of one of the other branches, such as the Corps of Engineers, Military Intelligence, and so on—all but the combat arms branches of Armor, Infantry and Field Artillery. Advanced course training for women is also accomplished through the schools of the male branches.

This is not to imply that women officers have not previously had an opportunity for training in other Army schools, or branches. Those who specialized—in finance, or supply, for example—went to schools involved in those specialties.

However, as General Bailey pointed out in a interview with COMMANDERS DIGEST, training, and a variety of training, plays an exceptionally important role in the careers of members of the Military Services, women as well as men.

"There is no doubt about it," the WAC Director said, "your upward mobility is completely dependent upon your having an opportunity for advanced training to improve your knowledge and therefore be of more value to the Armed Services. If you don't have such training, your op-

Federal Women's Program Director Named

Secretary of Defense James R. Schlesinger has announced the appointment of Ms. Constance J. Downey, 39, as Deputy Director for Federal Women's Program in the Office of the Deputy Assistant Secretary of Defense (Equal Opportunity).

Ms. Downey, of Middleway, West Virginia, and Washington, D.C., will be responsible to Deputy Assistant Secretary of Defense (Equal Opportunity) H. Minton Francis for the effective administration of Department of Defense matters regarding employment of women. This includes the Department of Defense Equal Opportunity Compliance Program, covering 20 million persons employed by Defense contractors, and the one million civilian employees of the Department in white and blue collar jobs at Defense installations throughout the world.

Prior to her DOD appointment as Federal Women's Programs Coordinator, Ms. Downey was Director, Office of Data Analysis, Office of the Director for Equal Opportunity Program Evaluation, Department of Housing and Urban Development.

She received a Bachelor of Arts degree from the University of California at Berkeley in 1955.

Ms. Constance J. Downey

Special concerns of Ms. Downey's office will include affirmative action programs for Defense and industry employment, particularly for holding managers responsible for results in terms of increased employment of women and minorities at executive and professional levels.

In this connection, there are 50,000 facilities reviewed by the Department of Defense for equal opportunity compliance in industry.

portunity to remain competitive, as a man or a woman, for upward mobility and/or promotion is very, very limited."

Abolishing the WAC Officer Advanced Course, therefore, has wider ramifications than simply opening up new fields for training. It will also permit women officers to be competitive in advancement and assignment opportunities and will prepare them for participation in the Army's new Officer Personnel Management System (OPMS).

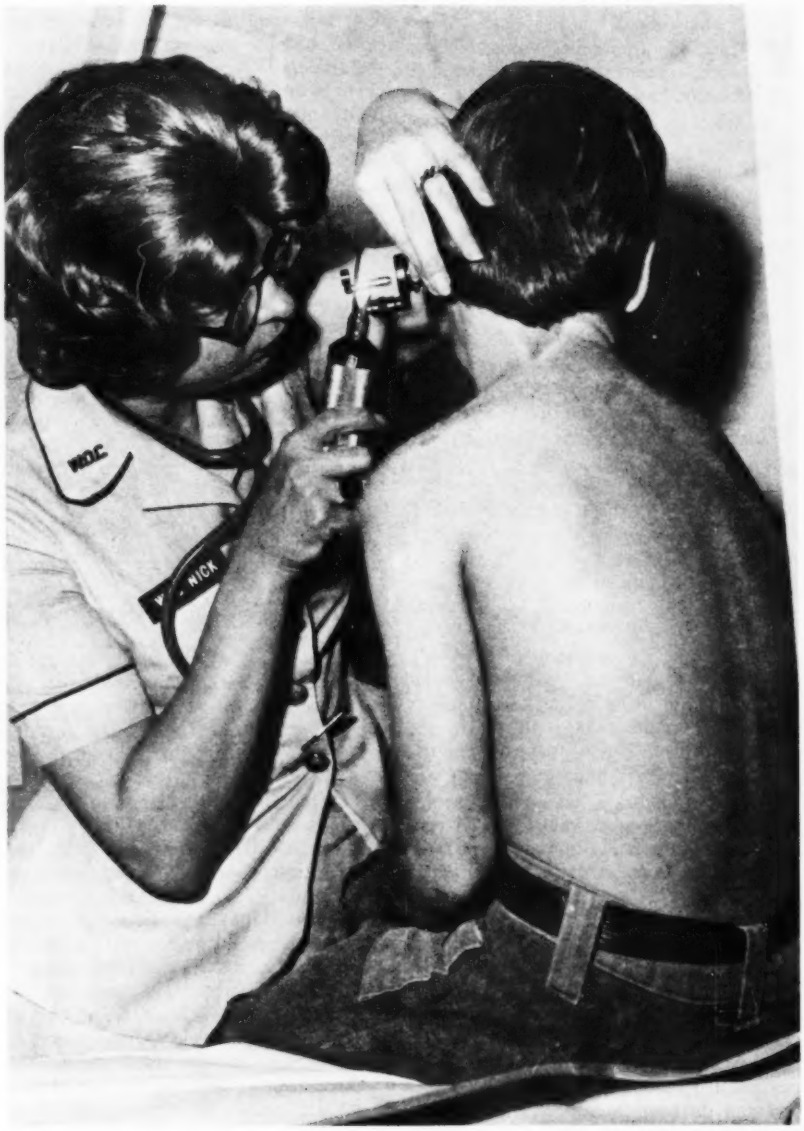
Another area of major progress is in the designation of manning spaces, or positions. The Army codes its spaces as male, female or interchangeable, depending upon the nature of the job to be performed.

General Bailey believes that equal opportunity and proper utilization of women will occur only when all manning documents reflect all spaces as interchangeable except those which have a valid justification for designation as male or female only.

A study is currently in progress to determine the number of positions that could be performed interchangeably. In June 1972, only 19,000 spaces Army-wide were designated as female or interchangeable. Four months later, that figure had jumped to 27,000, an increase of 70 percent. A year later, in June 1973, the number of female/interchangeable spaces was 53,588.

As the WAC Director indicated, the Army has no way of knowing how many spaces will have been so identified until the study is completed toward the end of 1973. "Some agencies, units and commands have done an outstanding job of identifying them," she said, "and others have not. It's perfectly obvious in looking at some manning documents that some units are going on old stereotypes and myths" about the kinds of jobs women are capable of filling.

Judging from results so far, it is possible that the Army might end up with 200,000 spaces identified as interchangeable, but that does not necessarily mean that the Army could absorb 200,000 women and still accomplish its combat mission, General Bailey stressed. Since women are excluded from combat positions, this would have to be determined on a unit-by-unit basis. One unit might be able to absorb 95 percent women and still be able to accomplish a mobilization mission whereas another unit might be able to absorb few, if any, women.



U.S. Army Photo

PHYSICIAN ASSISTANT—Warrant Officer Joann E. Nick examines a patient at Fort Benning, Georgia. She is one of two women recently graduated from the Army's Physician Assistant Course conducted by the Army Academy of Health Sciences at Fort Sam Houston, Texas. Upon graduation from the 72-week course, Warrant Officer Nick and WO Ramona Deliz received Associate of Science degrees from Baylor University.

In future actions, "Army policy will be to do what is best for the Army and best for its women," General Bailey explained. "We will change the way we use and administer women, if it enhances Army effectiveness. We recognize that in a changing society, perspective will change. . . . Therefore, all actions for change will be thoroughly evaluated. We are determined to eliminate discriminatory practices based **only** on sex."

One practice which on the surface ap-

FINANCE—Specialist Fifth Class Daisy C. Brown computes and audits travel vouchers for military and civilian personnel at the Travel Section, Finance and Accounting Office, Walter Reed Army Medical Center, Washington, D. C. A total of 434 military occupational specialties (MOS) are open to women. Only 48 are closed because they are combat-related.

U.S. Army Photo

pears discriminatory involves promotions. Enlisted women have always competed with their male colleagues for promotion. But women officers, like those in the Navy and Marine Corps, by law compete only among themselves and have a separate promotion list and separate quotas.

"Actually," said the WAC Director, "the law was conceived as primarily protective." The Army leaders and members of Congress saw 'with a great deal of foresight' that since women were going to be denied the opportunity to work in the vast majority of military occupational specialties, to participate in some of the training and to hold certain types of jobs, it would be grossly unfair to force women to compete with men for promotion.

Today it would be wrong to change that system until all women officers have been exposed to exactly the same training, exactly the same job opportunities, as men—which will take time. "Otherwise," she said, "you will end up not giving the women equal opportunity but penalizing them."

Meanwhile, progress is being made. Women now sit as full-fledged members of promotion boards, whereas once they were only permitted to participate in the selection of women.

To sum it all up, what is the single most important thing for commanders to know about women? Here is General Bailey's answer:

"Their potential capability is the most important thing the commander needs to know about women. If he goes along with the old myths about women not being psychologically or physically suited for this, that or the other and has taken it as gospel, then he's not going to properly utilize women because he is convinced that they have certain limitations—which they may or may not have, depending on the individuals, not on the fact that they are women."

To assist commanders to eliminate myths and enable Army personnel at all levels to acquire a greater understanding of the facts about Army women, experts at the Women's Army Corps School have developed and made available to all Army service schools background information, or blocks of instruction, on the history and status of the Women's Army Corps. The information has been designed to meet the needs of different levels of instruction, ranging from a male enlisted basic training program through various NCO courses up to the Command and General Staff College.

"I do find," said General Bailey," that the vast majority of people today really dont want to be biased and are receptive to change. So I think we stand a very good chance of dispeling these myths, misunderstandings and prejudice that might be geared toward sex.

"As I see the Army of the '70s," she concluded, "we really will achieve true integration of our men and women as co-workers and contributors to the Army's mission, with mutual respect, understanding and acceptance."

85% of Enlisted WAC Are High School Graduates

An insight into the capability potential of military women may be gained by examining Army educational statistics.

Among enlisted women, .7 percent have a college degree, 13.8 percent have some college, while the remaining 85.5 percent have high school diplomas or equivalent.

In the officer corps, 9.2 percent have advanced degrees, 77 percent have baccalaureate degrees, and 14 percent have two to four years of college credits. The last group represents enlisted women attaining their commissions through the officer candidate program. These women must earn a degree within a reasonable period of time in order to remain competitive for advancement.

It is interesting to note that 91.1 percent of the WAC are under 25 years of age, while the officer age medium is 31. Approximately 15 percent of the women in the Army are married, with an additional six percent widowed or divorced.

Sea Duty, Flying Available to Qualified Women

Clearly, the Navy has come a long way since the days of World Wars I and II.

"In 1916, the Navy wanted only men," said a Navy recruiting poster.

In 1941, the Navy still wanted only men, said a famous college dean. "If the Navy could possibly have used dogs or ducks or monkeys, certain of the older admirals would probably have preferred them to women," wrote Virginia C. Gildersleeve of Barnard College who also was the first Director of the Waves.

But by 1972 things were different.

"I see no limits with regard to the numbers of women we would take in the Navy," said Admiral Elmo R. Zumwalt Jr., Chief of Naval Operations, in a press conference on August 8, 1972. "I'm willing to see us double, triple, or quadruple, keeping in mind only that we get the best qualified and most talented applicants for whatever technical or professional skill area is involved."

Admiral Zumwalt also decreed that the Navy's equal opportunity policies would apply to women, just as they had been applied to minorities on the basis of race. There would be no discrimination in the Navy based on sex, he said, announcing a pilot program to train women as naval aviators.

"When you really stop to think about the state to which our society has developed, there is no reason in theory, sociology, or equity why women should not have every opportunity the men have," Admiral Zumwalt declared. "I believe any man or woman should be permitted to serve his country in any capacity that he or she, as an individual, views as appropriate."

Rear Admiral Alene B. Duerk
Director, Navy Nurse Corps

Although the roots of change go back some years, the major policy changes stem from one of Admiral Zumwalt's famous Z-Grams. In this message to the Navy—Z-Gram 116—The Navy chief outlined definitely his policy, and Navy policy, on "Equal Rights and Opportunities for Women in the Navy."

"I believe we can do far more than we have in the past in according women equal opportunity to contribute their extensive talents and to achieve full professional status. Moreover, the imminence of an All-Volunteer Force has heightened the importance of women as a vital personnel resource," he said.

"To this end the Secretary of the Navy and I have established a task force to look at all laws, regulations and policies that must be changed in order to eliminate any disadvantages to women resulting from either legal or attitudinal restrictions."

The Z-Gram went on to outline other actions being taken:

- To authorize limited entry of enlisted women into all ratings;
- To assign a limited number of women officers and enlisted women to the ship's company of the USS SANCTUARY as a pilot program. This program "will provide valuable planning information regarding the prospective increased utilization of women at sea;"
- To suspend restrictions regarding women succeeding to command ashore;
- To open the Naval Reserve Officer Training Corps (NROTC) program to women; and,
- To consider women for selection to joint colleges (National War College and Industrial College of the Armed Forces).

In implementing Z-Gram 116, the Navy made a number of changes. One major change abolished the position of the woman "director" in the Navy, whose title was Assistant Chief of Naval Personnel for Women. The women's channel of communications (Women's Representatives/Assistants for Women) was suspended in favor of established professional channels like the Assistant Chief of Naval Personnel for Human Goals, the Master Chief Petty Officer of the Navy, career counselors, career development boards, and so on.

Other changes involving women have focused on increased utilization of wom-

Waves—What's in a Name?

The WAVES are no more but the WAVES or the Waves are alive and well.

The last WAVE chief was Captain Robin Quigley. Last year she had this to say: "The 'WAVES' dates from World War II and means 'Women Accepted for Volunteer Emergency Service.' Since 1948 we have by law been part of the regular Navy. It's time we stopped calling ourselves or thinking of ourselves as an 'emergency' anything. We're Navy and we're ready for more than paper integration.

That, the Navy thought, was the end of the WAVES. But the jaunty nautical acronym could not be banished. Reporters loved it. Editors loved it. Recruiters loved it. Navymen loved it. So the Navy has given in. Its latest word is that the nickname for women in the Navy is WAVES or Waves—take your choice."

en, the Naval Reserve Officer Training Corps program, training, legislation, and increases in personnel strength.

Increased Utilization of Enlisted Women

All Navy enlisted ratings are now open to qualified women. For example, four women musicians are singing with the Navy Band, and another has entered the musician rating as the first woman instrumentalist.

Also, overseas assignment opportunities have opened up significantly for women as the result of a worldwide survey and evaluation of suitable billets (positions or spaces).

Naval Reserve Officer Candidates

Women were enrolled in the Naval Reserve Officer Training Corps (NROTC) program at four colleges last year—Purdue, Jacksonville University, the University of Washington and Southern University. Like their male counterparts, they receive tuition, fees, books, and $100 per month subsistence over a 40-month period. Successful completion of the program leads to a commission as a Regular or Reserve ensign in the Navy or second lieutenant in the Marine Corps. By the end of 1973, all NROTC units at coeducational colleges will be opened to women.

Women Navy Aviators

The six women officers who began flight training this year as naval aviators in the Navy is Lieutenant (jg.) Judith Ann Neuffer. Lieutenant Neuffer is the young woman who made headlines as a "first" in the Armed Forces last January when Secretary of the Navy John W. Warner presented her a set of orders to flight school. At the same time, he announced the selection of several other young women officers to enter the Navy's Flight Training Program.

And then there is the crew of the hospital ship USS SANCTUARY.

The Sanctuary is the Navy's first ship in recent years to have a mixed male-female crew. Her complement, including the hospital staff, numbers about 70 officers and 460 enlisted personnel. In December 1972 two women officers and 60 enlisted women made history when they became part of her ship's crew.

'Plane Captain Roseann' Responsible for Aircraft Maintenance

A woman with truly individual views is Navy Airman Roseann Roberts. Airman Roberts wanted to work in the "male" field of aviation electronics. Last year, on her way to achieving that goal, she became the Navy's first woman helicopter "plane captain," serving with Helicopter Support Squadron Three (HC-3) at Imperial Beach Naval Air Station, California.

A helicopter plane captain is responsible for maintenance of the aircraft. To qualify for the job, Airman Roberts took a three-month course, completing it in slightly over two months. She acquired a thorough knowledge of all the major systems on the CH-46 Sea Knight helicopter and learned how to run preventive maintenance checks, to refuel the aircraft, to wash it, and to check for structural damage. She also learned the proper hand signals used to relay a multitude of instructions to the pilots on takeoff and landing.

"I've always wanted to work in aviation, and for me this is a dream come true," she said.

But what was the reaction of Commander William S. Butler, the squadron's commanding officer?

"I was a bit shocked when she asked to work in aviation electronics," he said. He had expected her to aim for an administrative rating (career field) rather than one normally thought of as a man's rating.

"But she has proved herself thoroughly capable in the electronics field. I'm all for qualified people, be they men or women, doing the job they like best," he added.

Airman Roberts also racked up another first. She was the first women ever to work for Chief Petty Officer Stewart R. Homewood, a veteran of more than 20 years of Naval service.

"I would like to have a dozen more like her," said Chief Homewood. "She is always willing to do more than her share. She cheerfully accepts every assignment."

Airman Roberts hoped that the squadron would let her qualify as a crew member on the Sea Knight helicopter. "But that's in the future," she said. "Right now I'm happy doing what I like best, working in aviation electronics.

Since then she has been promoted to Aviation Electronics Technician 3d Class and is assigned to one of the shops in the Aircraft Internal Maintenance Department at North Beach Naval Air Station, California—the new home of her old squadron.

Another woman looking for and finding new opportunities

U.S. Navy Photo

Navy Airman Roseann Roberts, "plane captain."

U.S. Navy Photo

AVIATRIXES—Navy Lieutenants (jg.) Judith Ann Neuffer, left, and Barbara A. Allen get the feel of helmets they will be wearing during early-phase flight training in the T-34 Mentor trainer aircraft in background. They are two of the first four women officers to be chosen to undergo aviation training.

will fly helicopters or propeller-driven aircraft in non-combat search and rescue and transport missions. After they have completed 14 months of training and six months in flying billets, the program will be evaluated to determine future participation levels.

Expanded Utilization

The general assignments of women officers increased in scope. Several women are now serving as full-time instructors at the Naval Academy and the Naval Academy Preparatory School. Other interesting new assignments include research assistants at the Naval War College, schools officer on the staff of the Commander of the Middle East Force in Bahrain, and operations officer at a Navy oceanographic activity in Bermuda. Also, the first woman civil engineering officer graduated from the Women Officer's School in February.

Training

The Recruit Training School for Women moved to Orlando, Florida, from Bainbridge, Maryland, in July 1972 and now convenes 46 seven-week classes of enlisted women a year. Classes range in size from 110 to 165 women.

In Newport, Rhode Island, the Women Officer's School was combined with the male Officer Candidate School this summer. The first joint class of 100 men and 52 women have completed their 19-week curriculum together. The women officer candidates have joined their male counterparts not only in joint classroom sessions and naval orientation, but also in sports, leadership positions, and musical organizations. However, they are not required to carry rifles in regimental drills.

Legislation

The task force on women (established by the Secretary of the Navy to review Titles 10 and 37 of the U.S. Code and to draft legislation to remove legal inequities regarding women) delivered its report to the Secretary last February. He forwarded it to the Chief of Naval Operations and the Chief of Naval Personnel for comments and recommendations. The recommendations are currently being staffed in the Bureau of Naval Personnel.

Women Personnel Strength

At the end of June 1973, there were 12,289 women on active duty in the Navy—8,835 enlisted and 3,454 officers (line and staff). Among the officers, 1,240 were line officers and 2,214 were staff officers in the healing professional arts (nurses and other medical staff corps).

The Navy plans to increase the input of enlisted women by 5,000 in Fiscal Year (FY) 1974. Women line officers increased by 220 in FY 1973 and will increase an additional 280 in the current fiscal year. In contrast, the FY 1972 enlisted accessions were 2,194 and women line officer assessions were 158.

These are only a few examples of the changes taking place for the Navy's women. In summing up, Navy officials stressed one point. They, like the top officials of the other Services, see a need for attitudinal changes as far as women are concerned. One action which the Navy believes will assist in achieving these attitudinal changes—and at the same time provide convincing evidence of the Navy's desire to eliminate separatism —was the "disestablishment" of the woman "director's" position.

As one senior official put it, "This is, perhaps, the first step toward full, actual integration, and the connotation of separateness it has traditionally fostered is giving way in the face of real attitudinal integration." In other words, it's a major step toward the Navy's goal of "One Navy."

No Separate Corps

WAF Serve on Par With Men

Ever since 1948, when the Women's Armed Services Integration Act was passed, Air Force women have been totally integrated within the Air Force personnel structure. There is no separate corps for women; and women, both enlisted and officers, compete on an equal basis with men for promotion.

In the last five years, the number of women (other than medical officers) has increased by over 117 percent. The Air Force has about 19,000 military women on active duty, of which 3,500 are medical officers. These 19,000 women represent about 2.7 percent of the total force.

In November 1972, the Air Force Chief of Staff approved a plan to triple the number of women in the Air Force and to increase their utilization. The Air Force estimates that there will be about 44,800 enlisted women in its ranks by Fiscal Year 1978. This number will constitute more than half of the planned total strength of military women in all of the Services combined, which has been projected at about 80,000.

Prior to the decision to substantially increase the number of military women in the Air Force, a comprehensive cost effectiveness analysis was completed. It had long been a myth on the part of many that women cost more than men. The cost analysis included costs for accession, technical training, permanent change of station moves, nonproductive time, uniform maintenance, medical dependent support, pay and entitlement differences.

The Air Force found that total costs were about the same for women as for men; and as a matter of fact, there were some savings (an annual saving of $1,081 per woman per year for commissioned officers and in the long term a saving of $206 per enlisted woman per year).

The Air Force philosophy on utilization of women is expressed in three objectives reflected in its comprehensive Air Force Personnel Plan. Those objectives are: to provide achievement of an All-Volunteer Force, to provide greater opportunities for women to serve their country, and to more fully utilize the talents of the Nation's resource of women.

"Simply stated," says Colonel Billie M. Bobbitt, Director of Women in the Air Force (WAF) "there are hundreds of jobs in the Air Force that women can do and do well. It makes sense to fully utilize all available personnel resources."

The Air Force philosophy is that all policies and procedures should be the same for men and women unless there is a legal or rational basis for difference. With this in mind, the Air Force has reviewed and is reviewing all its regulations to ensure their applicability to all personnel—both men and women.

Furthermore, the Air Force has vastly improved its assignment options for women. Women line officers, NCOs and married enlisted women may be assigned almost anywhere worldwide today.

Installations to which single WAF E-3s and below may be assigned have more than doubled in the past five years. There were 46 in January of 1968, 112 today, and there is expected to be over 200 by December 1975.

All of these problems have been met and largely overcome. As Colonel Bobbit put it. "We face the biggest challenge of all. And that is for Air Force women to accept the full responsibilities for the opportunities they now have."

Colonel Bobbitt

Young WAF Impress Director

"The thing that has impressed me so much in the attitude of the young women line officers, the young enlisted women and the young women medical officers has been the change in what's important to them: their aspirations for jobs, training, assignments, school and advanced education. Now all of a sudden the opportunity is there and they're reaching out for it, whereas there used to be some hangbacks, some hesitancy.

"Not only was it the fear of appearing too masculine, too aggressive, but it has been the fear-of-success syndrome that many women have had in our society in that, if you are a little pushy, a little aggressive, you lose your feminine identity. I think there is less concern for that now. There is now no feeling that there is a conflict between a military career and being feminine. And, of course, I think women are achieving much more as a result of this. And certainly contributing much more; that's what it's all about."

Colonel Billie M. Bobbitt,
Director, Women in the Air Force

Officers, Enlisted WAF Hold Vital Air Force Jobs

In an underground fortress inside Cheyenne Mountain, in the Colorado Rockies, Air Force 2d Lt. Janette E. Baralli works as an orbital analyst. In her job in the North American Air Defense Command's (NORAD's) Space Defense Center she keeps track of the data generated by satellite-tracking stations around the globe.

Lieutenant Baralli is one of 24 young Air Force women—officer and enlisted—assigned to the Aerospace Defense Command's 1st Aerospace Control Squadron, which operates the Space Defense Center. All have college degrees and educational backgrounds which qualify them for the highly skilled positions they occupy. They and the other technicians in the center determine the orbits of satellites, keep a schedule of their positions, forecast future positions, and predict the general locations and time of re-entry into the atmosphere. Recently they monitored the launch of the Skylab vehicles.

The commander of the 1st Aerospace Control Squadron, 14th Aerospace Force, is Col. Bernard J. Szczutkowski Jr. How does he size up these women who work under his command?

"They have shown that they can be very capable crew members," he said. "Women have been able to blend into what was formerly a male-dominated field, and the mixed manning has not created any conflicts or difficulties whatsoever."

Colonel Szczutkowski also pointed out that "the women perform their functions on a par with the men in the Space Defense Center. They are capable of assuming any of the jobs here in the center. We have WAF who are working in space surveillance, missile warning, computers; as analysts, and in other jobs associated with satellite detection and tracking programs.

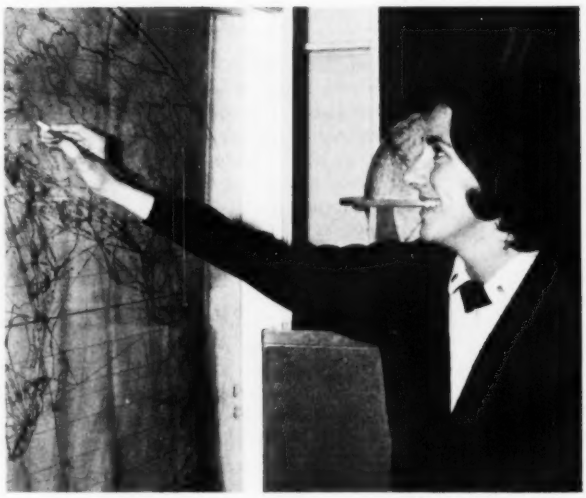
"I foresee," he added, "that Servicewomen will not only continue to be with us, but that a greater number will be assigned to us."

And what about the women? What are their views? Well, some of them are looking for new horizons. They think, or hope, that it is only a matter of time until women can get their feet off the ground and go into space as astronauts.

"That's one reason why I came to the center here," 2d Lt. Marsha Lutz, a space surveillance officer, said recently. "I am interested in the space program and would like to become an astronaut."

Lieutenant Baralli voiced a similar opinion. "In comparison with civilian jobs available to women, we've got it made," she said. "I expect women in the Air Force will be pilots within a year," she added, "then astronaut training should follow."

Lieutenant Baralli and her colleagues at the Space Defense Center are probably ahead of their time—perhaps way ahead of their time. Pilot training is one of only three officer career fields in the entire Air Force spectrum which are closed to women. The other two are navigator and missile operations. (Of the airman career ladders, only five are closed to enlisted women.) All of these are combat-related jobs closed by law, since Title 10 of the U.S. Code prohibits women from being assigned to duty in aircraft engaged in combat missions.



U.S. Air Force Photo

Lt. Janette E. Baralli indicates satellite-tracking station.

When questioned about women as transport pilots, the Air Force points out that it has no limited duty pilots; all pilots must be combat-qualified to permit maximum assignment flexibility.

Meanwhile, Lieutenants Baralli and Lutz are in fact crossing another frontier. They are remaining part of the space program but are slated to be the first women assigned to an isolated site in Turkey. One of the Air Force's worldwide satellite-tracking sites, it has always heretofore been staffed by an all-male team.

The story of these young women in the Aerospace Defense Command illustrates some of the dramatic changes which have taken place in the utilization of Air Force women in the last few years with, more recently, a greatly accelerated program.

"If anyone had told me a few years ago that the Air Force would have women with families, women missile maintenance officers, women generals, most of us would have scoffed at the idea. It could never happen. But it has happened, and there is more to come," Air Force Major General Jeanne M. Holm said last year.

Because of Mission

Role of Women Marines Unique Among Services

Like their male counterparts, the role of women in the Marine Corps is unique, in many respects, when compared to that of women in the other Services. Although the Marine Corps and the Navy are separate and distinct Services, their relationship is organized under a single Military Department—the Department of the Navy. For example, the Marine Corps receives medical, dental, and chaplain support from the Navy.

Its ability to draw support from the Navy—and the other Services as well—enables the Marine Corps to maintain a uniquely high ratio of operating forces to general support forces —about 60 to 40. This ratio ties in with a goal which the Commandant of the Marine Corps, General Robert E. Cushman Jr., has stated to Congress, "to provide as many combat-ready Marines as possible with the Defense dollars allotted to us."

General Cushman has pointed out, however, that up to the present this stress on combat readiness, combined with the relative smallness of the Corps' general support forces, has tended to inhibit opportunities for Women Marines in comparison to the women in the other Services.

The Marine Corps maintains one of its three active division/aircraft wing teams in the Western Pacific—comprised of Marines on one-year unaccompanied tours. "To support the necessary turnover, we must provide a sizeable Stateside rotation base. Returning Marines must be able to swap jobs with other Marines who are capable of being deployed for combat," General Cushman pointed out. And, since Women Marines cannot be deployed for combat, they are excluded from this rotation base.

Despite its unique situation, the Marine Corps is nevertheless "committed to maximizing current opportunities and opening new ones for our Women Marines." the Commandant said April 9th. "Our goal is to provide equal opportunity for all Women Marines and to fully use their abilities in support of Marine Corps objectives."

Colonel Margaret Ann Brewer
Director, Women Marines

Prime Mover Is Colonel Brewer

The commandant's prime mover in this effort is the Director of Women Marines, Colonel Margaret Ann Brewer, assisted by several staff committees. These are some of the approaches one of these committees is taking:

- Existing regulations and policies are being reviewed with an eye to eliminating or revising those which discriminate solely on the basis of sex;
- Three additional non-combat occupational fields are being considered for opening to women officers, and six are under study for enlisted women;
- Through routine review of its tables of organization, the Corps is eliminating the practice of designating certain billets (positions) as "for women only," as well as ending the practice of assigning women to certain types of billets;
- The committee has recommended —and the Commandant has directed —immediate action on the assignment of women to more challenging positions to include directed assignments to command or prestigious staff jobs; and
- A small pilot program is under consideration which would assign women to a Stateside division, aircraft wing, or Force Service Regiment staff. Such an assignment to a unit of the Fleet Marine Forces—the operating "muscle" of the Marine Corps —would constitute a major breakthrough, General Cushman has said.

The program would place women in billets such as data processing or disbursing, which would not require them to accompany the assault echelon of their units, if such a contingency arise. Such a program could prove to be the forerunner of eventual expanded assignment of women to the Fleet Marine Forces.

While one committee is refining these and other proposals, other staff officers are participating in a task group chaired by the Judge Advocate General of the Navy. This Group is examining equal treatment of Servicewomen under the law through a review of Titles 10 and 37 of the U.S. Code.

Two Task Force proposals would:

- Permit Women Marine officers to compete for promotion with their male peers to all ranks, including general officer; and
- Select women officers for promotion through the same boards which select their male contemporaries.

Both of these proposals would require changes in the law. Title 10, for example, now stipulates that women officers in the Navy and Marine Corps can compete only among themselves for promotion and not with their male counterparts. (This does not apply to enlisted women, who do

compete with their male counterparts for promotion.)

The law also says that women in the Navy and the Marine Corps cannot be promoted to flag rank. A woman can be appointed to that rank if the Secretary of the Navy so designates, but only if she occupies a particular position. She can retain the rank of general or admiral only while she occupies that specific position.

Meanwhile, several significant events have occurred in the last year affecting Women Marines. In August 1972 the commandant gave approval for Women Marines to compete on equal basis with men for the permanent ranks of sergeant major and first sergeant. In the same month, newly-commissioned men and women officers began attending basic training courses together for a part of their curriculum.

This is something new only for 2d lieutenants. For some years women officers of the rank of first lieutenant and above have been taking advanced training courses with their male colleagues—at, for example, the Amphibious Warfare School and the Command and Staff College.

Another first for Women Marines was scored in September 1972 when 1st Lt. Nancy K. York began studies at the University of San Diego under the Marines' Law Degree Program.

What about the quantitative side? Will the Women Marines increase their numbers (300 officers, 2,000 enlisted)? They will increase, according to the Commandant, but by just how much is not yet clear. "We have no shortage of applicants," General Cushman said, adding that he would "be glad to double our current Women Marine strength—*if* I could be sure that I would not suffer an offsetting reduction in male Marines available for combat."

At Cherry Point Air Station

Woman Marine Teaches F-4 Phantom Emergency Procedures

At Cherry Point Marine Corps Air Station, North Carolina, there is a young Woman Marine who has purposely caused hundreds of F-4J Phantoms to crash. In the process she undoubtedly has saved a number of Marine Corps pilots' lives.

Her name is Lance Corporal Sally Ashland. As a "training device technician operator" she teaches pilots how to handle emergencies—in an F-4J Cockpit Simulator. In a recent interview with a reporter for the Cherry Point *Windsock*, Corporal Ashland explained her work with officers flying the jet fighter plane.

"I teach emergency procedures for the F-4J Phantom," she said. "What I work with is a cockpit mockup. It doesn't fly, but lights come on, needles move, and dials move. You get all the indications that you would if you were sitting in a cockpit."

She explained that she has many simulated emergencies that she can offer pilots. "I can cause a flameout on one of the engines, or I can just make things go wrong with the aircraft in general. If you were to learn all this in the air for the first time, you could possibly have a fatal mistake. Here the pilot can make mistakes that won't endanger his life. The pilot sits in the cockpit and learns 'switchology'—that is, when to pull what switch at what time."

Lance Corporal Ashland's job is a demanding one requiring intensive training, psychological stability, a high degree of skill and the ability to concentrate on detail. She is keenly interested in her work.

"I have had pilots come back for refresher hops and I'll give one a certain emergency, like a hydraulic failure. The pilot will say that in all the time he's been flying he's never had such a situation come up," she said. "But the same pilot who once said 'But I never had a hydraulic

DACOWITS Aid Armed Forces

The Defense Advisory Committee on Women in the Services (DACOWITS) was established in 1951 by the Secretary of Defense. Limited to a membership of 50, DACOWITS is composed of civilian women who are selected as members on the basis of their outstanding reputations in business, the professions, or public service and on their records of civic leadership. Equitable field-of-interest and geographical representation are also selection factors.

Members are appointed to DACOWITS for three years by the Secretary of Defense. They serve as individuals, not as official representatives of any group or organization with which they are affiliated. Semi-annual meetings are held in Washington, D. C.

The purposes of this civilian committee include:

- to interpret to the public the need for and the role of Women in the Services and to promote public acceptance of military service as a career field for women;
- to advise the Department of Defense on policies relating to Women in the Services;
- to recommend measures to insure effective utilization of the capabilities of the Women in the Services; and,
- to make appropriate recommendations pertaining to the training, housing, health, recreation and the general welfare of Women in the Services.

Each DACOWITS member, in her particular field of interest and geographical area, endeavors to acquaint the public with the opportunities available to women in the military service. To this end, the committee develops and carries out a continuing and unified education program about Women in the Services. They seek to promote understanding of the principal need for women in the Armed Forces—to support the mission requirements of the respective Military Services and to fulfill the Nation's total manpower requirements in the defense of the United States.

EMERGENCIES—Woman Marine Lance Corporal Sally Ashland adjusts the controls on a training device at Cherry Point Marine Air Station, North Carolina. Corporal Ashland teaches F-4 pilots emergency procedures.

failure' came back two weeks later and said, 'Guess what. I just had a hydraulics failure!.' "

"The training really does help pilots when they are flying and one of these emergencies does happen. They'll know then how to react and won't make a serious mistake."

It took Lance Corporal Ashland some time to get her training instructor operator's job in the first place. Because she could type, she started out with an assignment as a clerk. Later, since she had a background in water safety, she had a chance to become a life guard instructor. "To get this job I attended 20 weeks of training at avionics school. It took me a year to get my present MOS (Military Occupation Specialty)," she said. "It is really a neat job. I will hopefully get a backseat pilot's license myself some day."

Lance Corporal Ashland is one of seven Women Marines and eight men now instructing in this field at Cherry Point. They belong to an elite group. The screening of candidates for these positions is rigorous. Comparatively few Marines hold this MOS, and of these only a handful are women.

"Women make outstanding aviation instructors," says their supervisor, George Rice, speaking of Corporal Ashland and her colleagues. Mr. Rice is Superintendent of the Training Support Center at Cherry Point, which is the largest Marine Corps Air Station in the world. "First, they are highly motivated. They have set goals for themselves in learning a profession. They are psychologically suited for the close attention required. And they take a great deal of pride in their jobs."

It is qualities like these which make the Marine Corps proud of its women, according to Colonel Margaret Ann Brewer, the Director of Women Marines.

"We want women who want more than a job. We want women with brains who want a chance to use them," she says, noting that this is the philosophy on which the Marine Corps has based its new women's recruiting platform.

Women Marines, like women in the other Services, do not serve in combat-related fields. Colonel Brewer points out that they do, however, serve in 28 of the 39 occupational fields open to male Marines.

At present there are approximately 2,300 Women Marines—300 officers and 2,000 enlisted women—on active duty, constituting one percent of the total strength of the Corps. Women Marines do not comprise a separate organization within the Corps. They serve on an interchangeable basis with male Marines in non-combat occupational fields.

Vital Policy Memorandum Still Applicable Today

On April 6, 1972, a landmark policy memorandum concerning equal treatment of Servicewomen was issued by former Assistant Secretary of Defense Roger T. Kelley (Manpower and Reserve Affairs) to the Assistant Secretaries of the Military Departments. The memorandum, which is applicable today to military commanders, reads:

"I have conducted a review of Service regulations pertaining to women and find considerable variation both in the treatment of men and women and between women in different Services. While certain restrictions to assignment and physical standards are justified, there is little apparent need for many discriminatory regulations.

"I wish you would take action to eliminate all unnecessary distinction in regulations applying to women, and where appropriate, recommend legislation to eliminate any inequities which are now required by law. As a guiding principle women must be given equal opportunity and treatment.

"The effective utilization of women in the Armed Forces can be greatly improved by the elimination of regulations which create distinctions which are burdensome. Separate organizations and restricted assignments do not provide adequate career opportunity for women even though pay and promotion potential are equal to that of men."

DoD Committed

Equal Opportunity for Women

I believe that the Department of Defense is firmly committed to the concept of equal opportunity for women in the Service. It was the policy of Defense Secretaries Laird and Richardson, and it will certainly be my policy to eliminate all unnecessary distinction in regulations applying to Servicewomen and to assure that women are accorded both equal opportunity and equal treatment in the military. The Services have removed many barriers that previously existed for women, which were within the purview of the Services to change. In addition, the Department of Defense did, and currently does, support not only the proposed legislation to eliminate

distinctions in dependency criteria, which the Supreme Court has now ruled on, but also proposed legislation to eliminate enlistment age criteria differences between men and women, which is still pending before Congress (H.R. 3418).

James R. Schlesinger
Secretary of Defense

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